

HR Weekly Podcast  
September 26, 2008

Today is September 26, 2008, and welcome to the HR weekly podcast from the State Office of Human Resources. This week's topic concerns recent updates to the Human Resources Professional Development, or HRPD, Program.

The Human Resources Professional Development Program was developed to prepare human resources practitioners for future responsibilities as the Baby Boomer retirement wave continues. Developed originally with input from the HR community, the HRPD Program has been recently redesigned with new feedback and suggestions from agency HR practitioners. The overall goals of the program include helping participants learn about future directions in the HR arena, broadening participants' HR knowledge base and enhancing their range of HR skills, facilitating networking with HR colleagues throughout state government, helping agencies develop their HR leadership potential, promoting innovation and shared "best practices" in agency HR functions, and challenging participants to think strategically and act as a business partner to support their agencies' missions.

Based on this feedback and these goals, the HRPD Program curriculum has been updated to enhance the learning experience and improve HR staff knowledge and capabilities. Among the updates is the addition of three new content areas that review current issues and areas of HR. First, *The HR Big Picture* is a content area that gives an overall view of Human Resources, Ethics and HR, and Workforce Planning. Second, *HR Functions* is a content area that reviews Job Analysis, Talent Acquisition and Selection, Compensation and Benefits, Employee Relations, Performance Management, Human Performance Improvement, Needs Assessment, Developmental Strategies, and Retention. And, finally, *HR Accountability* is a content area that focuses on Human Capital Management and HR Metrics.

Another update to the HRPD Program is the addition of the Job Analysis session. This session will provide HR practitioners with information and practice using a job analysis process. The process will also give participants skills to help improve position descriptions, job postings, training curriculum, and performance evaluations. In addition, all HRPD Program topics are newly sequenced and integrated to promote knowledge retention and the connection between HR components.

The new HRPD Program will also implement a blended learning approach which incorporates appropriate online pre-work and application activities. This blended learning approach requires less classroom time and allows the HRPD Program participants to complete the program in a shorter timeframe which in turn helps participants to integrate and retain information better.

The updated HRPD Program will use agency HR representatives, who are subject matter experts, to describe real examples of innovative practices for participants. Cohorts will be able to share information, borrow off each others' experiences, and form a network.

The revised HRPD Program will kick off in January 2009 and end in May 2009. Program requirements along with application and registration information for the new cohort participant group are posted on OHR's website at [www.ohr.sc.gov](http://www.ohr.sc.gov). Participants who have already taken classes and are interested in completing HRPD Program requirements will be able to attend sessions with next year's cohort. For more information about the program, please contact Laurette Burdyl at [lburdyl@ohr.sc.gov](mailto:lburdyl@ohr.sc.gov) or at 737-0934.

Thank you.